



Participants gather in the Frankfort Convention Center Arena for the Summit 2005 Opening Session

Dear fellow Kentuckians,

Thank you to the hundreds of women and men who have selflessly volunteered their time and efforts to continually improve the economic status of Kentucky's women and girls. To those who began this project in 2001, the Governor's Task Force, and the Summit 2003 participants, I thank you for your service and diligent work to bring recognition to the issues that affect our women's economic status.

A special thank you to the 700 participants of 2004-2005 Regional Meetings. Without your vision and zest this journey would not be continuing. From Ashland to Mayfield, you have spent hundreds of hours creating solutions, implementing strategies and working at the grassroots level to bring positive change to your communities.

To the Regional Coordinators and Host Organizations in each in of the 15 Area Development Districts, your support, optimism and commitment is sincerely appreciated. As leaders in your communities, you have educated hundreds of Kentuckians on the current status of women and invited them to be a part of the journey.

Thank you to the KCW Commissioners and Advisory Council members who attended many of the 2004-2005 Regional Meetings. To the KCW staff, congratulations on a job well done! Your inclusiveness and pro-activity has lead to twice the number of participants at regional meetings, more Summit attendees and raised awareness of the KCW.

We are grateful to have the support of Governor Ernie Fletcher and First Lady Glenna Fletcher. Throughout this journey, they have exhibited leadership and commitment to the issues affecting Kentucky's women and girls. Working together, we are confident we WILL improve the lives of all Kentuckians, through our women and girls.

Sincerely,

A handwritten signature in blue ink that reads 'Glenda'.

*Glenda R. Woods
KCW Executive Director*

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The journey begins...

January 2001 – The Kentucky Commission on Women (KCW) strategic planning session deemed the economic status of Kentucky’s women worthy of attention and improvement.

Summer 2001 – The KCW sponsored a series of regional “town meetings” across the state to hear from Kentucky citizens and collect initial data about concerns and available resources.

Fall 2001 – Based on feedback from the “town meetings,” the KCW identified four broad areas of concern. The KCW then recommended that a Task Force be created to study them, develop recommendations, and identify resources for Kentucky’s women. The four issues were: Education and Leadership, Economic Development and Employment, Women in Positions of Power and Social and Cultural Barriers.

November 16, 2001 – Governor Paul Patton appointed the *Task Force on the Economic Status of Kentucky’s Women* and added state government as a fifth area of concern to the aforementioned list. Former Governor Martha Layne Collins and First Lady Judi Patton served as co-chairs of the *Task Force*. Donna Peden, KCW Commissioner, served as vice-chair.

December 2001 to October 2002 – Committees on each of the issues convened monthly and gave subsequent reviews to the *Task Force*. The original issues evolved into the following five categories: leadership, economic sufficiency, education, health and well-being, and equity; with state government remaining a priority concern of Governor Patton. More than 300 women and men from 55 counties served on these committees.

December 4, 2002 – The *Task Force* released its “Preliminary Findings and Draft Report of Recommendations” covering the five areas mentioned.

June 20-21, 2003 – The *Task Force* released its “Final Report of Recommendations” at the KCW-sponsored Summit on the Economic Status of Kentucky’s Women. The 306 Summit participants made recommendations in the five Task Force areas as well as state government. The Kentucky Commission on Women awarded 40 scholarships so that women throughout the Commonwealth could attend the Summit without incurring personal costs.

July 30, 2003 – KCW released “Implementation Strategies” derived from the Summit 2003.

Fall 2003 – The KCW established an Advisory Council to:

- (1) Advise the KCW how to best proceed with the recommendations made by the *Task Force*.
- (2) Assist in the transition from the previous administration to the current administration in efforts to improve the economic status of Kentucky’s women.
- (3) Identify and engage potential stakeholders.
- (4) Recommend the design and content for the 2005 Summit.

May 2004 - The Bluegrass Central Branch of the AAUW hosted the first of the 2004-2005 Regional Meetings and developed a format that would be used throughout the state.

Summer 2004 - KCW Executive Director, Glenda Woods, scheduled Pre-Regional Meeting Planning Sessions and met with individuals, and groups, in the Area Development Districts to strategically plan the 2004-2005 Regional Meetings.

September 2004 – The Summit 2005 Steering Committee begins holding monthly meetings. First Lady Glenna Fletcher accepts as Honorary Chairwoman for Summit 2005.

September 2004 to March 2005 – The remaining 14 Regional Meetings take place across the Commonwealth. Nearly 700 women and men united to highlight accomplishments, share resources, identify regional priorities, and develop solutions.

ADD	DATE	LOCATION	HOST ORGANIZATION
BLUEGRASS	5-13-04	Lexington	AAUW Bluegrass
PURCHASE	9-14-04	Paducah	ZONTA Club of Paducah
BARREN RIVER	9-21-04	Bowling Green	Bowling Green Human Rights Commission Networking Women of Bowling Green and Bowling Green Housing Authority.
BUFFALO TRACE	9-27-04	Maysville	AAUW Maysville
NORTHERN KY	9-30-04	Edgewood	Gateway CTC Ready-to-Work Program
FIVCO	10-4-04	Ashland	AAUW and AAWCC
LINCOLN TRAIL	10-7-04	Elizabethtown	Lincoln Trail Women's Alliance
KIPDA	10-14-04	Louisville	FEW, AAUW, NAWBO, Today's Woman, KIPDA ADD, Louisville Metro Office for Women
KENTUCKY RIVER	10-26-04	Jackson	Jackson Woman's Club
CUMBERLAND VALLEY	10-27-04	London	Cumberland Valley ADD and BPW Middlesboro
PENNYRILE	11-11-04	Hopkinsville	BPW Hopkinsville
GATEWAY	11-18-04	Morehead	Gateway Cooperative Extension Homemakers
LAKE CUMBERLAND	1-12-05	Somerset	Women's Circle
GREEN RIVER	1-18-05	Owensboro	Green River ADD
BIG SANDY	3-3-05	Prestonsburg	Big Sandy CTC

Taking the next step...

Women's Economic Summit 2005

December 2005 - The official Summit 2005 logo is unveiled at the Governor's Executive Mansion during the KCW 40th Anniversary Celebration. First Lady Glenna Fletcher, Summit 2005 Honorary Chair announces the members of the Honorary Committee.

June 17-18, 2005 – Women's Economic Summit 2005 - The Next Step in Our Journey

Over 400 women and men attended the opening session of Summit 2005 on June 17, at the Frankfort Convention Center, and affirmed the desire to reach across party lines to make positive change in the lives of Kentucky women and girls. Former First Lady Judi Patton provided an overview of the Task Force and Summit 2003, and then introduced First Lady Glenna Fletcher (right) who charged participants to use their unbridled spirit to become involved in the success that is taking place across the Commonwealth. The unity and optimism shown by Kentucky's First Ladies Fletcher and Patton set the tone for the entire conference.



Summit 2005 national speakers Agnes Roseboro (NACW Vice-President) and Nancy Hurlbert (BPW National President) joined forces with Kentucky's Secretary James Holsinger, Dr. Mary Evans Sias and Judge Karen Caldwell. This panel of experts shared the national trends on the five Task Force issues: health and well-being, equity, education, leadership, and economic sufficiency. After hearing from the panel, participants then broke into groups to discuss more specifically how these issues affect women in Kentucky.

Kentucky Humanities Council Chautauqua Performer Haley Bowling portrayed Anna Mac Clarke and served as the mistress of ceremonies for the Friday night reception, "Celebrating the Unbridled Spirit of Kentucky Women Artists." This two-hour event allowed those in attendance to speak with twelve female artists from across the Commonwealth about their products, as well as their creative pursuits.

On Saturday morning Dr. Allyson Hughes Handley, Caroline Reid and Sondra Floyd from UK Girls in Research and Science, and female students from Western Hills High School in Frankfort discussed and answered questions on the challenges girls must face. Summit participants then heard a presentation from the Long Term Policy Research Center on the Current Status of Kentucky's Women.

With this information, Summit participants were ready to take the next step. They divided into

groups by Area Development Districts to reflect on the progress and accomplishments made since Summit 2003. Participants worked for two hours to develop regional plans of action to ensure continued success. From Purchase to FIVCO, each Area Development District was represented and had a seat at the table when strategies and priorities were developed to address the issues affecting Kentucky's women and girls. Those who attended the 2004-2005 KCW Regional Meetings were able to share their projects, successes and suggestions with hundreds of others who were, for the first time, getting involved. These regional plans-of-action are documented on the following pages. EVERY voice – that of the influential business leader, political leader, teacher, state employee, single mother, widow, young woman and mature woman is important to bring positive change to the Commonwealth of Kentucky.

Three awards were presented at Summit 2005 Awards Luncheon. After the dynamic keynote speaker, Karen Alber, VP, Change and Management & Training for Pepsi Co. (right), KCW Chairwoman, Pat Freibert announced the award recipients (left): Judge Karen Caldwell received the Personal Achievement award, Caroline Reid and Sondra Floyd, UK Girls in Science/Research Programs were recipients of the Outstanding Workplace award, and Pamela J. Luce, First Sergeant (Ret.), was presented with the award for Outstanding Advocate for Women.



Summit participants had the opportunity to speak with numerous exhibitors (below) and walk away with valuable resources in-hand. The Kentucky Commission on Women Foundation provided full Summit scholarships to **every** woman and girl that applied, making it possible for those from all walks of life to attend. There are two ways to improve the economic status of Kentucky's women: inform them and get them involved. Summit 2005 did just that.

Our new state logo, "Kentucky: Unbridled Spirit" is a perfect example of what is required to continue making progress. Women AND men must unite and continue the efforts begun forty years ago. The citizens of Kentucky have **much** to offer and **much** to say! This report is replete with the words and ideas of those in Kentucky who dream of a better tomorrow. Within these pages lie the hopes and plans that will empower and unite Kentuckians for a better Commonwealth.



The next step in our journey

BARREN RIVER, GREEN RIVER & LINCOLN TRAIL

Discussion Leader: Nancy E. Eskridge, KCW Commissioner

Facilitator: Kimberly Bynes

Note Taker: Laura Sudduth

Representatives from the Bowling Green, Owensboro and Elizabethtown areas gathered to create a list of resources and/or organizations that have helped their areas in the past year to make progress. These could include local government, non-profits, businesses, women's organizations, etc. Participants agreed that the Area Development District offices had provided a tremendous amount of support to their groups in the last year.

The Green River Area Development District (GRADD) Office hosted the 2005 Regional Meeting in Owensboro. Jiten Shah, GRADD Executive Director, was the only male in the state to graciously accept the role of Regional Coordinator. Working with KCW Commissioner Nancy Eskridge, Jiten and his staff planned a regional meeting that had representation from every county in GRADD - Union, Webster, Henderson, McLean, Daviess, Ohio and Hancock. Each of the five committee chairs were from a different county and were from different career paths. From mayor to small business owner, participants at this regional meeting were able to call upon a diverse group of community leaders for suggestions of how the group should proceed and work toward success.



The Green River Leadership Committee Chair shares recommendations that her group identified as priorities.

Using the Area Development District Offices located in Owensboro, Bowling Green and Elizabethtown, KCW volunteers in these areas of the state could get their message into all 25 counties. Community members from Lincoln Trail, Green River and Barren River chose women's health issues as the topic they would work on in the coming year. Deciding to focus their efforts on just one of the five Task Force issues allows these groups to bind together, share resources and reach a common, attainable goal.

One way the group discussed to bridge the gap between the health and well being resources available in their areas and the women who need them is to create a Web site devoted to women's issues. This Web site could be a part of the Area Development District site, but would be devoted strictly to those regional issues that are barriers to thousands of women and girls from reaching their personal success. By creating a Web site and developing an e-mail distribution list, women and girl could access resources and share information from their work, school or in the privacy of their homes.

As in every other part of the state, there are many untapped resources in the Barren River, Lincoln Trail and Green River areas. Participants identified the following:

- Girls Inc.
- Girl Scouts
- Boys and Girls Club
- College students
- Professional Women's Organizations



Green River Committee Chairs present resources available to women in their community.

While identifying untapped resources, the suggestion was made to look to additional organizations other than the well known, large organizations such as BPW. The group felt that it would be beneficial to become more diverse in their collaborations to reach as many women and girls as possible.

For the remainder of the meeting the participants brainstormed ideas for projects and activities to host in their regions in the coming year. Through these events, the women in the Green River, Lincoln Trail and Barren River areas will help make progress toward improving the status of women in Kentucky, by improving the lives of their neighbors, co-workers, family and friends. Like the "Focus on Girls" panel, these three areas decided that beginning early is the key. By starting to mentor girls ages four and under, they could take a proactive measure to assure that the women of tomorrow don't face the problems of today.

Participants also agreed that they must make contact with those women and men who do not normally attend the local meetings. Many women are not aware that the groups are meeting, may feel uncomfortable attending or even feel as if they don't have time to contribute. Regardless of the woman's education, time commitment or role in the community, we will not see a change in the status of women unless ALL women and girls begin taking personal ownership of their futures. The group decided a great way to raise awareness and increase involvement would be to promote the meetings and provide resources at spouse abuse shelters, CBS, health departments, public libraries, etc. Additionally, the group wants to provide more information on community-based services and host mentoring conferences.



The next step for this group is to identify an individual to serve as the regional coordinator in Barren River, Green River and Lincoln Trail areas. The group plans to meet again in late July to further discuss their regional plans.

Women gather in the Capitol Rotunda for Women's Day in Frankfort 2005.

BIG SANDY & KENTUCKY RIVER

Discussion Leader: Jean Rosenburg

Facilitator: Maria Bush

Note Taker: Kathleen Wright

Participants from the Big Sandy and Kentucky River areas decided that creating an arts council would be a great way to reach young women and girls to provide them with useful, life-long skills. Research has shown that there is a correlation between art and the ability for females to excel in mathematics and other subjects. By creating an arts council, the group would lobby for arts to become a part of the curriculum taught in their local schools. Art also allows students to have options and continue to hone such skills in higher education and in the community at large. With the increase in math and science careers, it is necessary to begin working with girls at a younger age to help overcome the mentality that they cannot excel in these subjects.

The group also discussed creating art programs for children in the rural communities. Art provides a positive way for parents to interact with their children, as well as encourage their intellectual and creative growth. With many families in this region of the state suffering from domestic violence, the group hopes to use education of the arts as a way to address the changes that take place in a child's brain as a result.

Early childhood development initiatives were also identified as an essential project to improve the status of women and girls. We must focus our efforts on children at an early age as they learn so much in those first five years of life. Early childhood initiatives benefit both the parent and the child. If children are not given the attention and educational direction they need in the first few years of life, it is likely that they will struggle throughout the rest of their education.

Concern was shown by the group over the possibility of the government increasing work hours. If mandated, they said it will be detrimental to both parents and their children. Many women are single mothers in this part of the state and have difficulty finding sufficient, affordable child care to cover their current work schedule. Even if children are in school, it becomes both a logistical and financial burden to cover the additional time they must work after their children leave school in the afternoons.

In order to make progress in improving the economic status of Kentucky's women in the Big Sandy and Kentucky River areas, participants identified the issues and projects as priorities for the coming year:

- Self-esteem elevators
- Providing transitional coverage between medical card and other insurance coverage



Summit 2005 Participants from Big Sandy

- Get more women involved in the “Ready-to-Work” programs -helps parents juggle work and school
- Disseminate accurate information on available programs
- Workshops and information on fraud prevention
- Encourage various institutions to adequately pay their female employees
- Increase employment opportunities for women
- Economic independence and self-sufficiency goals
- Community programs to alleviate isolation of women
- Accessible and affordable legal services
- Financial planning resources
- Address drug problems and provide assistance to suffers
- Access to quality medical treatment
- Promote the University of KY Targeted Assessment Program (TAP) to eligible women



Kentucky River Regional Meeting participants discuss priorities and solutions for education.

As women are more and more torn between the work/provider role, the group hopes that they can develop ways to get men more involved with addressing and providing for the needs and concerns of the family. The group also emphasized that there are no “women’s issues” or “men’s issues” – they are society and family issues that affect all people. They said, “Remember, it takes a village to make a family work.”



Big Sandy Regional Meeting participants listen recommendations from the Task Force on Education.



KCW Executive Director Glenda Woods and First Lady Glennia Fletcher



Big Sandy Regional Meeting attendee reviews the priorities from the Task Force Report.

BLUEGRASS

Discussion Leaders: Nancy Dicken, Sara Porter

Facilitator: Sue Scheff

Note Taker: Sharon Marcum

The Bluegrass Regional Coordinator began the session by asking current issue committee chairs to give a summary of activities and projects since the Regional Meeting in 2004 and to identify dates for the next committee meeting.

Education - The education committee is creating a *resource handbook*. Nicholas and Bourbon Counties responded to a request for students to get involved - five girls have been working together to create a web site and hard copy resource guide. The committee expects to have the two products by Oct/Nov. Next meeting: July 19, 6:00 p.m. at the Lexington downtown public library.

Equity - The equity committee is developing a series of workshops on *salary negotiation skills* aimed at various educational levels to teach young women and girls how to negotiate salary and how to present themselves in an interview. The committee hopes to work with the Girl Scouts program for feedback on the workshops. Other resources/suggestions might be panels of women to talk with girls in the schools about careers. UK and Host Communications are other resources available from committee members. Next meeting: TBD in July.

Health and Well-Being - The health and well-being committee is focusing on healthy lifestyles across a woman's lifetime. Areas of focus include substance abuse, poverty, minority women's issues, and violence against women. The committee is especially interested in domestic violence issues. Next meeting: July 11, 6:30 p.m. at the Central KY Blood Center.

Leadership - The leadership committee has two areas of focus: a web site and voter registration. The committee worked with Ready-to-Work students and two women involved in public housing to provide information that encouraged people to vote. Following the election, the committee has started working to unite different organizations through Women Leading Kentucky. Next meeting: July 12, 6:30 p.m. at the Central KY Blood Center.

Economic Sufficiency-The economic sufficiency committee partnered with several organizations to create a series of *financial management workshops* to be offered around the region, e.g., State Treasurer's office, extension offices, financial management professionals. The committee has also created a list of resources and would like to coordinate with the KCW to put the resource list on their website. Next meeting: July 19, 6:30 p.m. at the Central KY Blood Center.

Participants then identified resources and organizations in their area that could be of assistance in reaching their goals. Student Technical Leadership Program - STLP clubs in high schools. The group felt they could work with them to encourage students to do community service, e.g., teaching computer skills to seniors. STLP could also help committees with technical services (Power Point, Web sites, etc.) for workshops and events. Additional organizations

that would be considered for collaborations are: Women in Agriculture, Kentucky Department of Fish and Wildlife, County Extension offices, Kiwanis Club, Department of Labor as a resource to help Hispanic women and the Governor's Office of Minority Empowerment.

Bluegrass participants felt it was important to focus on girls. One way they suggested to do this is through early intervention in the public schools. By mentoring to girls when they are eight or nine you can expose them to females in non-traditional careers and overcome the stereotype that women can only pursue certain careers. We must get girls enrolled in advanced classes and expose them to programs like UK Girls in Research and Science.

Other regional priorities include:

- Develop a lobbying force
- Seek funding to support programs
- *Woman's Day Walk* for our region
- Increase gender awareness
- Promote workshops on Career Choices
- Fact finding on transportation (rural areas in particular)
- Educate teachers and counselors about careers in non-traditional fields
- Increase knowledge of topics that affect young women such as body image, eating disorders, compulsive shopping issues
- Partner with Kiwanis club at Harrison elementary to do programs for girls
- Aging women—educating, preparing, support group, grandparents raising children
- Computer skill training, partner to offer computer literacy training (Tubby's Clubhouse)
- Address the needs of women on their own for the first time (need info. on options for being more self-reliant, long term care insurance, wills, paying bills)
- Caring for aging parents - info. on resources, what's happening to them, support
- Hispanic women almost invisible - how can we help them? English language skill
- Women-owned businesses –create a list of women businesses and support them.



Summit participants from the Bluegrass ADD listen to progress that has been made to date.



Participants in the Bluegrass Region meeting signed their names to the potential projects/issues they want to work on and the regional coordinator, Nancy Dicken, committed to contact everyone from the region who registered for the 2005 Summit as well as everyone who originally attended the 2004 Regional Meeting to invite them to get involved with one of the committees.

BUFFALO TRACE, FIVCO & GATEWAY

Discussion Leaders: Sue Ellen Grannis, Regina Twinam, Sherri Seagraves

Facilitator: Marisa Fitzgerald

Note Taker: Mary Martin

Groups from Buffalo Trace, FIVCO and Gateway began their breakout session with each Area Development District giving a brief overview of their work since the regional meeting as well as future projects.

Buffalo Trace – Approximately 50 participants attended the original Regional Meeting, and all five committees continue to meet and are working on plans discussed previously. They already have one event planned for Fall 2005. On October 7th, the Buffalo Trace Leadership Committee will host a “Political Awareness Day” for women. Invited speakers include Judge Sara Combs, Representative Robin Webb, and former Governor Martha Layne Collins. The Leadership Committee hopes to also have panelist of professional women in the community to participate in different roundtable discussions. This free event will be held at Fields Auditorium at Maysville Community College.

FIVCO – Close to 100 participants attended the Regional Meeting and are working on five committees to collaborate for future success and examine what the barriers are to success and how to overcome them. FIVCO wants to begin looking closer at women and young girls in poverty and how to encourage them to pursue education.

Gateway - More than 30 people attended the Regional Meeting. Participants discussed and identified workable goals. The Leadership Committee has grown tremendously since the initial meeting and hopes to create a newsletter to keep all the committees informed and united. The group has a panel luncheon planned for end of August and in October, the Gateway Region will host a Women’s Health Fair and Career Fair. One long term goal is to start a mentoring program in the local elementary schools.



Gateway Equity committee members discuss regional priorities and solutions.

All three regions agree that they must encourage young women and girls to continue their education after high school. Many young women today attribute their lack of a desire to pursue post secondary education to a lack of guidance and not enough emphasis on the importance of education.

Another point on which the participants strongly agreed is that there are a lot of great resources, but they need to be shared more than once every year or two at the Kentucky Women’s Conference. The group discussed possibly hosting Regional Summits to ensure that the work continues and that women continue to share resources and successes. In an effort to bridge the gap between the resources available in each of the three areas, participants identified the following untapped resources that could be utilized by various women in their communities:

Below are the priorities, activities and strategies the group determined were necessary for each of the five Task Force issues:

- Colleges – Ready-to-Work Programs
- VISION committees or Inter-Agency Councils
- Ministerial Associations
- Non-profit Organizations
- Health Departments and Mental Health Organizations
- CEOC
- Public Schools
- AAUW
- AAWCC
- Chamber of Commerce
- Civic Organizations
- Extension Homemakers
- Women’s Crisis Center
- ADD’s
- Housing Authority
- Adult Education Centers
- Hospitals
- FBLA, FCCLA, TSA, Teen Court, Mock Trial, 4-H and other clubs



Rep. Carolyn Belcher speaks at the Gateway Regional Meeting in Morehead.

Leadership – mentoring programs and political awareness campaigns;

Education – affects all committees, work with local school systems, mentoring programs;

Economic Sufficiency – raise awareness and share what classes/programs are already being offered, mentoring programs;

Health and Well-Being – affordable and accessible healthcare, working with local non-English speaking communities, utilize local hospitals;

Equity – continuing to work in all areas – work with FOR PROFIT organizations and make them more aware as well.

Participants from the Buffalo Trace, FIVCO and Gateway areas hope to accomplish the following goals: see more educational articles in local papers to promote awareness and on radio, have flyers with valuable information available at women’s centers, create an E-mail database, establish mentoring programs like Big Brothers/Big Sisters, etc, a higher emphasis on the non-English speaking community, and to see more women serve as role models. By partnering with churches, guidance counselors in the schools, and health care professionals they will bring positive change to their lives and to their communities as a whole.

“It was exciting to see so many people attend and get involved in Women’s Issues during the FIVCO Regional Meeting. Women from high school to retired teachers of every socio-economic level with a unique energy attended the meeting. These women were ready for positive changes in the state. Summit 2005 will bring this energy and excitement together from all over the Commonwealth.”

- Regina Twinam, FIVCO Site Coordinator

CUMBERLAND VALLEY & LAKE CUMBERLAND

Discussion Leaders: Jeanne Doom, Heather Hill

Facilitator: Mary Lynn Collins

Note Taker: Vicki Staggs

In order to bring positive change to any community you need to join forces and work together toward a common goal. For the Cumberland Valley and Lake Cumberland Area Development Districts identifying the organizations that have been helpful in carrying out the recommendations from Summit 2003 was the first step. Listed below are the those organizations that provided assistance in the last year:

- Somerset Chamber of Commerce
- Taylor County Chamber of Commerce
- Wilderness Road Girl Scouts Organization
- Health Departments from various counties
- Interagency Council in Pulaski and Taylor Counties
- Literacy Council in Laurel County
- BPW
- Family Resource and Youth Service Centers
- Somerset Community College
- New Opportunity School – based in Berea

Equally important to a community's development is finding the untapped resources and collaborating with them to foster success. Having the capability to work with established organizations prevents small grassroots groups from having to reinvent the wheel, saving valuable time and resources. The Cumberland Valley and Lake Cumberland areas are fortunate to have the following organizations to work with in the coming year:

- Small Business Development Centers (home-based ECU)
- Local Public Libraries – many offer special courses
- KY Child Care Coalition – Somerset Regional
- Regional Hospitals
- Community Education Programs
- Local Banks
- Chambers of Commerce



Summit participants learn more about the New Opportunities School for Women, located in Berea.

Now that the community resources had been identified the group shifted their efforts to developing a plan of action for the coming year. One suggestion that was given was to host a broad-based seminar and workshop to encourage women to run for elected office. The second idea was for to reach out to Public Relations offices at hospitals to coordinate and strengthen programs. By working with the hospitals, participants from the Lake Cumberland and Cumberland Valley areas will become more informed on available health and well being services and then be able to share that valuable information with other women in need in their communities.

The group also desires to increase the number of Chamber of Commerce leadership programs in all areas and be able to share this experience with more women. By seeking scholarships and outside resources, the groups will be able to host more events and increase their outreach by hosting another Kentucky Commission of Women Regional Meeting. Participants agree that is it very important to get the word out about the Commission on Women and the regional meetings that will take place in both Cumberland Valley and Lake Cumberland areas.



Young women from Lindsey Wilson College represent the Lake Cumberland area and participate in Women's Day in Frankfort.

(left) Glenda R. Woods, KCW Executive Director distributes information packets to students.



Would you like to learn more about upcoming meetings, the Task Force, 2003 Summit, 2004-2005 Regional Meetings and how YOU can get involved?

Get all this information and more at the Kentucky Commission on Women Web site:

www.women.ky.gov

- Regional Meeting Reports from all 15 Area Development Districts
- Regional Meeting Participant Lists and Host Organizations
- Regional Coordinator and Issue Committee Leader Contact Information

Discussion Leaders: Rhonda Smith

Facilitator: Janet L. Washington

Note Taker: Laura Sudduth

Since their initial Regional Meeting in October 2004, the KIPDA group has had the help of the following resources and/or organizations:

- The Center for Women and Families
- Women 4 Women Project
- Congresswoman Anne Northup's Office
- 2005 Coalition Subcommittee (BPW)
- AAUW
- Housing Coalition
- Federal Employed Women
- League of Women Voters
- AARP
- AFL/CIO
- Women with Disabilities

There were four resources that the group felt had been untapped and would be helpful in planning for future projects: Louisville Metro Office for Women, Public Libraries, County Extension Offices, Chamber of Commerce, Youth Build in Louisville, Today's Woman Magazine. Another suggestion was to find networking opportunities for women similar to what men have in the Rotary Club and Chamber of Commerce.

When asked to brainstorm ideas for projects/activities in their region that would help them make progress toward improving the economic status of Kentucky's women, the KIPDA group responded:

- Mentoring – for women and girls
- Choices through BPW
- Let KCW know to advertise opportunities with BPW
- Counselors at secondary schools - link to mentors since counselors are so overwhelmed need to use mentors as a resource for them and students
- Take advantage of Technology -use real time resources to share reports

- Counselors in primary schools are able to focus more on future oriented tasks for students but once in upper schools, counselors must be the primary disciplinarian
- Speakers' Bureau on equity and education - Mentors for schools
- Girl Scouts
- Develop relationship with Youth Services in Schools (elementary level)
- "We have to work together"---we must forge relationships with schools and their services, be less defensive and more collaborative
- Organize a Summit of those organizations coming together under neutral leadership
- Grants strengthened through collaboration—must get together



KIPDA Regional Meeting participants gather to share resources and discuss regional priorities.

Leadership - Creating a resource network - who maintains it and houses it? Make it available state wide through public libraries (Ex. CRN but envision something more user friendly), Commission on Women has a listserv and girls network, League of Women Voters being passed onto younger generation, Louisville girls in 10th grade taken to Leadership Summit, Commonwealth registries of Women Veterans (21,659) and possibly go to Leadership conferences such as Leadership Louisville Collaboration and Expansion.

Education - promote Berea College

Economic Sufficiency - Youth Build in Louisville -- 17-24 year olds study for GED or High school diploma and then they take construction classes. After putting in so many volunteer hours at the end of the year they receive a scholarship for school. Access at YouthBuildLouisville.org.

Health and Well-Being - Bumble Bee and Me - book about building self-esteem in girls, Girls Scouts Program at Pee Wee Valley homeless shelters.

The group also discussed establishing an official name for the KIPDA region. Suggestions included: Emerging Leaders, Women Helping Women, Women of Power, Women in Power, Empower Women. KIPDA hopes to provide quarterly status reports from each of the sub-committees and schedule additional regional meetings.

NORTHERN KENTUCKY

Discussion Leaders: Betty Barrett, Tina Terry, Toni Greenwell

Facilitator: Singer Buchanan

Note Taker: Marion Gibson

"There is no better way to meet, share ideas and network with Kentucky's dynamic women than through KCW."

Betty Barrett, NKY Regional Coordinator

On September 30th, 2004, 100 women and men gathered to discuss regional priorities in the Northern Kentucky area. From this meeting, the Northern Kentucky Leadership Committee was formed and would be led by Tina Terry. Other groups agreed that there is a need to impact young girls during early stages of their lives. The leadership committee began meeting in October and brainstormed ideas for future projects. This group knew they had a challenge ahead of them. Recognizing they couldn't carry out all of the task force recommendations, they decided to choose one project and to do it very well. In November, the idea was shared to create a G.I.R.L.S. Club. This six-week program would help instill the following five attributes in the lives of young women: gratitude, insight, respect, leadership and service. The leadership committee wanted to use this short program to encourage young women to become leaders, raise awareness of opportunities and resources available to them, appreciate the things that so many take for granted, and to contribute in an effective way to their communities in Northern KY.

The committee also felt it was important to assess the value of the program and did so by asking each participant to complete a weekly self-evaluation. Initial results showed that the girls thought they had great leadership skills, but their perception of their leadership skills declined over the six weeks.

Ten of the twelve participants completed the six-week G.I.R.L.S. Club program and were recognized for their commitment and accomplishments at a celebration hosted by Gateway Community and Technical College, Ready-to-Work Program. G.I.R.L.S. Club participants included 7th, 8th and 9th graders. Each of these young women submitted an application and were required to have a letter of recommendation to participate in the program. The theme of the celebration was "I found the royalty in me" and was attended by Representative Addia Wuchner, Secretary of State Trey Grayson, KCW Executive Director Glenda Woods and Project Manager Ashley Bratcher. As the girls shared their G.I.R.L.S. Club experience with the audience, there were noticeable changes in the girls' posture, attitude, and public speaking since the beginning of the six-week period. From this grassroots program, ten young women in Northern Kentucky felt hope, and knew that they were valued and respected and were ready for the next steps in their lives.



*Ashley Ellis, Delicia Johnson, and Kiara Peterson (G.I.R.L.S. Club) are recognized during the **Focus on Girls** session at Summit 2005.*

The leadership committee recommended that the G.I.R.L.S. Club continue. Betty Barrett shared that funding is available to continue working with the 10 participants and that she will serve as a contact person for the project. Tina and Toni agreed that they would work to create a template to be used throughout Northern Kentucky, and hopefully statewide. Currently the group works with a four-county area, but would like it to spread to the eight-county area that includes Grant, Owen, Boone, Kenton, Carroll, Campbell, Pendleton and Gallatin counties.



Table decorations for Summit 2005 were made by girls from Northern Kentucky.

The following suggestions were offered to continue the G.I.R.L.S. Club project:

- Work with faith-based organizations and/or other community based organizations to promote and increase participation in the program.
- Look at existing programs for ideas/collaborations. TOYOTA sponsors “Quest”, a problem solving program that encourages discussion and interactions, and United Way’s Success by Six in Boone County where businesses work to help children have the opportunity to begin learning at a younger age and in an equitable environment.
- 90% of a child’s brain development has formed by age 3. So, at ages 8, 9, 10 and 11, they’re expressing a lot of what they learned prior to age 3. Need to impact their learning cycle before age 3.
- Focus on girls of all ages - noting that teens becoming moms at an early age can have life-long consequences.
- A booklet or pamphlet should be designed to show how other community-based organizations can easily replicate the G.I.R.L.S. program, involvement of businesses, etc.
- Get new women’s group at Northern Kentucky University (NKU) involved. NKU already partners on some projects.
- Work with local GEAR UP to promote college and explain the importance of education beyond high school for these children.
- Use ASVAB test to help girls determine what they’re good at, and what areas they are interested in, use “Career Clusters” – program being used in Boone Co.
- Broaden the G.I.R.L.S. Club curriculum to focus on many different issues

The group agreed that they need to start now to plan for the 2006 Regional Meeting. Although a specific date for the follow-up meeting was not set, they agreed that it would be advantageous to start early.

PENNYRILE & PURCHASE

Discussion Leaders: Kathleen Sullivan Cockrel

Facilitator: Priscilla McCowan

Note Taker: Jessica Woolums

Several organizations have helped foster progress in the last year in the Pennyrile and Purchase areas and participants identified the following organizations as those who have played a vital role in improving the status of Kentucky's women: BPW, Rape Crisis Center, KCTCS, Paducah Area Chamber of Commerce, C-Plant Credit Union, United Way, Girl Scouts and ZONTA.

The group then identified a list of untapped resources and/or organizations that could be helpful in continuing the work in their regions. They suggested partnering with the following to continue the work that has already begun in their area:

- Female-owned Chrysler dealership
- Century 21
- Female Attorneys and/or CPAs
- West Bakeo
- Family Resource Centers
- Judge Cynthia Sanderson (family court)
- County extension services
- Wal-Mart
- Members of the local Chamber of Commerce
- Jane Crisp, Director of WKY Educational Co-Op
- Women in non-traditional working roles - attorneys, engineers etc.



KCW Commissioners Willee Cooper (Pennyrile) and Martie Keen Wiles (Purchase) listen to the panelists discuss the five Task Force issues at Summit 2005.

After identifying the organizations who have previously provided assistance to the Pennyrile and Purchase groups, as well as those with which they hope to partner, participants then began identifying projects that would spark involvement, increase awareness and give each woman and girl the opportunity to take personal ownership of their futures. The first project the group discussed was creating a Women's Business Directory. The directory would include the contact information for every female-owned business in the community and would be a way to encourage support for fellow women and their businesses. If women do not support other women in their careers and businesses it becomes even more difficult to demand equal respect from men. Another important project that was suggested is a Resource Guide printed in both English and Spanish and available online as a PDF file. Individuals become

easily deterred when they cannot find information in the yellow pages of the phone book. Creating a local resource guide would allow women and girls to find information about vital services that can improve their health, safety and education. The resource guide would be written with user friendly terminology. For example to find assistance with electric and gas bills during the winter months, one would look under “Bills.” Creating a resource guide that is easy to digest and is placed in appropriate locations for distribution is a great way to bridge the gap between federal, state and local services that are available to those in need. Publishing in both English and Spanish will ensure inclusion of all women and girls.

Like many of the other Area Development Districts, the Pennyrile and Purchase agreed that there must be an increased focus on girls if we want to see improvement in Kentucky statistics pertaining to women. Looking to Northern Kentucky for direction, these two areas hope to establish a G.I.R.L.S Club and will call upon local organizations such as Z-Club, Junior ZONTA, for assistance and participation.

Last but not least, the Pennyrile and Purchase groups hope to be more inclusive by reaching out to the Hispanic and African-American communities and overcome the racial barriers these groups face and provide them with greater opportunities. To reach the Hispanic population, participants recommended working with churches and involve county extension agents who work with members of this community in their endeavors.

The priority projects and activities by Task Force issue for Pennyrile and Purchase areas are:

Leadership - Identify female leaders in different occupations, create a list for mentoring and encourage women to participate in the year-long Leadership Paducah.

Education - Stipends for mentoring programs (get money outside the “golden triangle”), career day at elementary, middle, and high schools with getting more women involved (Contact Family Resource Centers and Guidance Counselors), and CHOICES Program (possibly also use for Junior Commissions) this is a local program that addresses all the Task Force issue areas.

Economic Sufficiency - Partner with county extension offices and increase/encourage involvement in the financial literacy program.

Health and Well-Being - Host wellness workshops and promote wellness programs in the work place, host Saturday seminars on Health and Well-Being and have local doctors and hospitals attend/speak to share information about the resources they offer.

Equity - Get local legislators involved in committee meetings and promote and educate attendees on Equal Pay Day.

“I’ve been very fortunate in my life – I’ve always had a wonderful helpmate, but what if...? I think this program is a giant step in the right direction for future generations of women in Kentucky. I hear people talking about moving somewhere else because of the opportunities they have for women but I think it is a better solution to bring those opportunities to Kentucky. Hopefully this is the start of that move.”

- Rita Brown, Pennyrile Regional Coordinator

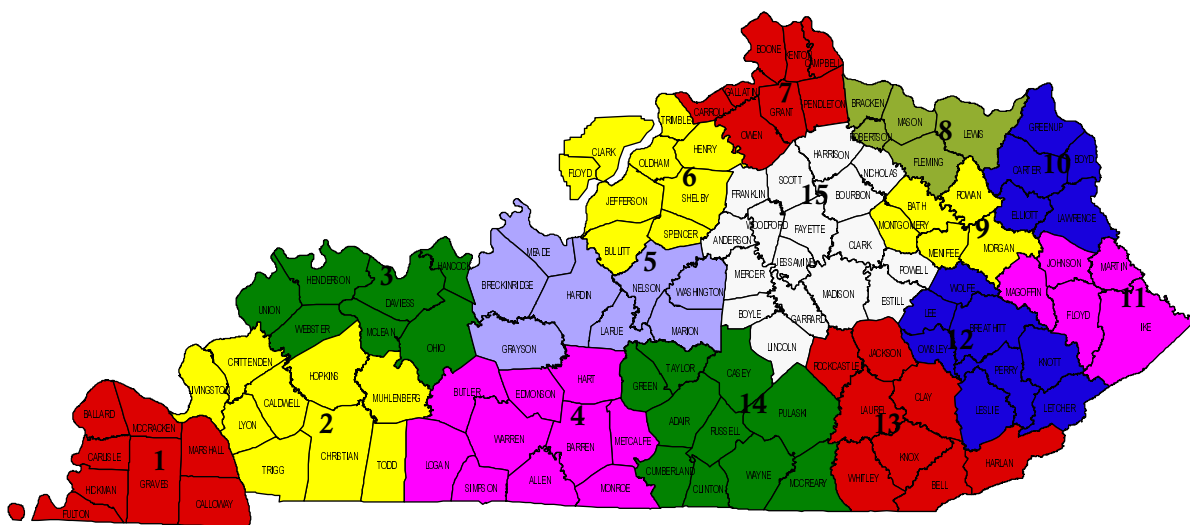
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FIVCO	AAWCC and AAUW - Ashland
GATEWAY	County Extension Office - Homemakers
GREEN RIVER	Green River ADD
KENTUCKY RIVER	Jackson Woman's Club
KIPDA	Federally Employed Women, AAUW, NAWBO, KIPDA ADD, Today's Woman Magazine Louisville Metro Office for Women
LAKE CUMBERLAND	Women's Circle
LINCOLN TRAIL	Lincoln Trail Women's Alliance
NORTHERN KENTUCKY	Gateway CTC Ready-to-Work Program
PENNYRILE	BPW - Hopkinsville
PURCHASE	ZONTA Club of Paducah

REGIONAL MEETING HOST ORGANIZATIONS

KENTUCKY AREA DEVELOPMENT DISTRICTS



Rev. May 2, 2005

Created by: Rob Gardenhire, GOLD

Modified by: Lynn Crouser, KCADD

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|----------------------|-----------------------|
| 1. PURCHASE | 9. GATEWAY |
| 2. PENNYRILE | 10. FIVCO |
| 3. GREEN RIVER | 11. BIG SANDY |
| 4. BARREN RIVER | 12. KENTUCKY RIVER |
| 5. LINCOLN TRAIL | 13. CUMBERLAND VALLEY |
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